

**BOARD OF PORT COMMISSIONERS  
CITY OF OAKLAND**

10/9/2025  
Item No.: 6.3 (B)  
DC/pcm

*MP*

ORDINANCE AMENDING PORT OF OAKLAND ORDINANCE NO. 867 RATIFYING AND SETTING THE COMPENSATION FOR CERTAIN EMPLOYEES OF THE PORT DEPARTMENT REPRESENTED BY THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21 AND FOR CERTAIN NON-REPRESENTED EMPLOYEES OF THE PORT DEPARTMENT BELONGING TO PORT EMPLOYEE REPRESENTATION UNIT M; AND AMENDING PORT ORDINANCE NO. 867 PROVIDING PROFESSIONAL DEVELOPMENT BENEFITS FOR CERTAIN EMPLOYEES.

**WHEREAS**, the Board of Port Commissioners of the City of Oakland ("Board") has reviewed and evaluated the Agenda Report for Agenda Item 6.3 dated October 9, 2025 ("Agenda Report") and related materials, has received the expert testimony of Port of Oakland ("Port") staff, and has provided opportunities for and taken public comment; and

**WHEREAS**, the Port and the International Federation of Professional and Technical Engineers, Local 21 ("IFPTE Local 21"), reached a Comprehensive Tentative Agreement ("TA") dated September 12, 2025 to extend the terms and conditions of employment and certain benefits as set forth in the parties' 2022-2025 Memorandum of Understanding for a thirty three (33) month period commencing October 1, 2025 through June 30, 2028; and

**WHEREAS**, the TA provided for the following cost of living adjustments: an increase effective the first day of the pay period containing January 1, 2026 equal to the October 2024-October 2025 Consumer Price Index for All Urban Consumers (CPI-U) which shall not be less than one percent (1.0%) and no more than three percent (3%); an increase effective the first day of the pay period containing July 1, 2026 equal to the April 2025-April 2026 CPI-U which shall not be less than one percent (1.0%) and no more than three percent (3%); an increase effective the first day of the pay period containing July 1, 2027 equal to the April 2026-April 2027 CPI-U which shall not be less than one and one-half percent (1.5%) and no more than three and one-half percent (3.5%); and, for the final contract year starting July 1, 2027, if the CPI exceeds 4.5% at the April 2027 measured date, upon request of IFPTE Local 21, the parties will meet over economics with any changes by mutual agreement only; and

**WHEREAS**, the Port and IFPTE Local 21 also reached agreement on a "Sideletter Agreement on Additional Leave Time" dated September 22, 2025 which provided for six (6) days of additional paid leave time: three (3) days effective October 1, 2025; two (2) days effective July 1, 2026; and, one (1) day effective July 1, 2027; the additional paid leave has no cash value, and if not used by June 30, 2028, such leave will be irrevocably forfeited; and

**WHEREAS**, the parties also agreed to provide certain professional development benefits to IFPTE Local 21 represented employees; and

**WHEREAS**, the Board also intends to adjust the compensation and benefits for the unrepresented members in Port Employee Representation Unit M by providing for the same cost of living adjustments, Additional Leave Time, and professional development benefits as those provided to IFPTE Local 21 members as described in the preceding **WHEREAS** clauses; and

**WHEREAS**, in acting upon the matters contained herein, the Board has exercised its independent judgment based on substantial evidence in the record and adopts and relies upon the facts, data, analysis, findings, and conditions set forth in the Agenda Report and in related materials and in testimony received; now, therefore,

**BE IT ORDAINED** by the Board of Port Commissioners of the City of Oakland as follows:

**Section 1.** The proposed action is not subject to the California Environmental Quality Act ("CEQA") because it is not a "project" as defined in Public Resources Code Section 21065.

**Section 2.** The salary schedules set forth in Section 2.03 of Port Ordinance No. 867 for employees of the Port Department belonging to IFPTE Local 21 (Port Employee Representation Units I, J, K, and L) shall be and the same are hereby amended by an increase effective the first day of the pay period containing January 1, 2026 equal to the October 2024-October 2025 Consumer Price Index for All Urban Consumers which shall not be less than one percent (1.0%) and no more than three percent (3%).

**Section 3.** The salary schedules set forth in Section 2.03 of Port Ordinance No. 867 for employees of the Port Department belonging to IFPTE Local 21 (Port Employee Representation Units I, J, K, and L) shall be and the same are hereby amended by an increase effective the first day of the pay period containing July 1, 2026 equal to the April 2025-April 2026 Consumer Price Index for All Urban Consumers which shall not be less than one percent (1.0%) and no more than three percent (3%).

**Section 4.** The salary schedules set forth in Section 2.03 of Port Ordinance No. 867 for employees of the Port Department belonging to IFPTE Local 21 (Port Employee Representation Units I, J, K, and L) shall be and the same are hereby amended by an increase effective the first day of the pay period containing July 1, 2027 equal to the April 2026-April

2027 Consumer Price Index for All Urban Consumers which shall not be less than one and one-half percent (1.5%) and no more than three and one-half percent (3.5%).

**Section 5.** For the final contract year starting July 1, 2027, if the Consumer Price Index exceeds 4.5% at the April 2027 measured date, upon request of IFPTE Local 21, the parties will meet over economics with any changes by mutual agreement only.

**Section 6.** Section 1.191 of Port Ordinance No. 867 shall be amended to add the following paragraph:

"2.3. With respect to permanent employees in Port Employee Representation Units I, J, K, and L, an employee shall be eligible for reimbursement for expenses incurred for professional development, subject to budget approval of same by the Board, not to exceed \$1100 for the fiscal year period beginning July 1, 2026 and \$1100 for the fiscal year period beginning July 1, 2027, subject to the exceptions and provisions set forth in Section 3 below."

**Section 7.** The salary schedules set forth in Port Ordinance No. 867 for non-represented employees in Port Employee Representation Unit M shall be and the same are hereby amended by an increase effective the first day of the pay period containing January 1, 2026 equal to the October 2024-October 2025 Consumer Price Index for All Urban Consumers which shall not be less than one percent (1.0%) and no more than three percent (3%).

**Section 8.** The salary schedules set forth in Port Ordinance No. 867 for non-represented employees in Port Employee Representation Unit M shall be and the same are hereby amended by an increase effective the first day of the pay period containing July 1, 2026 equal to the April 2025-April 2026 Consumer Price Index for All Urban Consumers which shall not be less than one percent (1.0%) and no more than three percent (3%).

**Section 9.** The salary schedules set forth in Port Ordinance No. 867 for non-represented employees in Port Employee Representation Unit M shall be and the same are hereby amended by an increase effective the first day of the pay period containing July 1, 2027 equal to the April 2026-April 2027 Consumer Price Index for All Urban Consumers which shall not be less than one and one-half percent (1.5%) and no more than three and one-half percent (3.5%).

**Section 10.** Subsection 2 of Section 1.191 of Port Ordinance No. 867 shall be amended to add the following paragraph:

"2.1. Further, non-represented employees in Port Employee Representation Unit M shall be eligible for reimbursement for expenses incurred for professional development, subject to budget approval of same by the Board, not to exceed \$1100 for the fiscal year period beginning July 1, 2026 and \$1100 for the fiscal year

period beginning July 1, 2027, subject to the exceptions and provisions set forth in Section 3 below."

**Section 11.** This Ordinance shall take effect on the date of its final adoption; provided, however, that if a petition protesting the adoption of this Ordinance is timely and duly submitted to the elections official of the City of Oakland in the manner required under California Elections Code §9237, the effective date of this Ordinance shall be suspended, and all actions authorized by this Ordinance shall be null and void.

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**President.**

**Attest:** \_\_\_\_\_  
**Secretary.**

**Approved as to form and legality:**

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**Port Attorney**